



COUNCILMEMBER CARL DEMaIO

FIFTH DISTRICT
CITY OF SAN DIEGO

MEMORANDUM

DATE: October 13, 2010

TO: Councilmember Tony Young, Budget and Finance Committee Chair

FROM: Councilmember Carl DeMaio *Carl DeMaio*

RE: Docket Request: Questionable Bonus Pays in Fire Department

As part of the labor contract that is set to expire at the end of the fiscal year with the City's firefighters, a special "premium" pay is paid to "all Battalion Chiefs, Captains, Fire Engineers, Firefighters, Fire Prevention Inspectors and Single-role Paramedics that are EMT certified..." As of June 30, 2005, the EMT premium was "increased to 8.5%," and broadened to include "Fire Inspection Supervisors and Asst. Fire Marshals that are EMT certified" as of July 1, 2006.

Importantly, EMT certification is a basic requirement of applicants wishing to become fire recruits. Further, the City's website makes it clear that current EMT certification is required to be maintained by all individuals in the "Firefighter 1" classification.

It is also important to note that the FY 2011 Adopted Budget allocates \$5.4 million for this "premium" pay alone – a value representing 75% of the potential cuts to fire-rescue services recently examined in the Mayor's internal budget process.

Given that the City is slated to negotiate a new contract with its firefighters that will take effect next fiscal year, it is important that all available options for avoiding public safety service cuts to our citizens receive adequate consideration by the City Council.

Requested Action: Since eliminating the current practice of providing a bonus pay for a basic job requirement would avoid three-quarters of the proposed cuts by itself, I request that the issue be docketed as soon as possible at the Budget and Finance Committee for further review.

cc: Mayor and City Council
Andrea Tevlin, IBA